



Governor's Affirmative Action Policy Committee

Annual Report 2004

August 2005

CHRISTINE O. GREGOIRE
Governor



STATE OF WASHINGTON
OFFICE OF THE GOVERNOR

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I am pleased to present the 2004 Annual Report of the Governor's Affirmative Action Policy Committee (GAAPCom). The report offers encouraging facts about the demographic profile of our state's workforce, but also shows that diversity efforts vary widely among state agencies, colleges, and universities statewide. Overall, the percentage of racially diverse persons employed in state government – including those of managerial positions – has outpaced the overall state government workforce. At the same time, we have seen a decline in the number of employees in state service who have disabilities and no growth over the past several years in the percentage of Native American persons employed in state government. While we have made significant progress, more must be done.

I look to state agencies to use this report as a guide in identifying successful diversity plans and in raising concerns about under-representation of minority populations at all levels of government, from frontline positions to executive management. I ask that state agencies work aggressively – and use all available tools, such as a focused and consistent recruitment program – to hire, retain, and promote persons of diverse backgrounds.

This topic should not be relegated to a once-a-year discussion or championed only during special events, but be a continual commitment. Diversity not only enriches the workplace, but also makes good business sense. Washington State is the most trade dependent state in the country. Given the increasing globalization of the marketplace, all of us can benefit from working with, and learning from, the cultures that contribute to the rich tapestry of influences within the Pacific Northwest.

I fully expect state agencies to address workplace diversity in the human resources component of their Government Management Accountability and Performance (GMAP) programs, and to contact GAAPCom if they have questions.

As governor, I am proud to have appointed one of the most qualified and diverse Cabinets in our state's history, and I am committed to making even greater gains in this area. I know that, together, we can ensure that Washington State has one of the finest and most vibrant workforces in the nation.

Sincerely,

A handwritten signature in cursive script that reads "Christine O. Gregoire".

Christine O. Gregoire
Governor

GAAPCom Report — 2004

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General Government Diversity by Agency Size

AGENCY	Percent Minority		Minority Staff		Total Staff	
	Jan 04	Jan 05	Jan 04	Jan 05	Jan 04	Jan 05
Staff = 100 to 399						
Financial Institutions	30.3	28.8	43	46	142	160
Financial Management	20.4	23.0	21	23	103	100
Insurance Commissioner	19.8	21.1	37	41	187	194
Lottery	22.2	20.7	32	30	144	145
Health Care Authority	21.6	20.5	55	52	255	254
Retirement Systems	19.3	18.4	48	45	249	244
Utilities/Transportation Commission	18.6	18.4	27	27	145	147
Personnel	16.0	17.6	32	41	200	233
Military	17.8	17.1	46	45	259	263
Community/Trade & Econ. Dev.	17.0	15.1	56	51	329	337
State Auditor	13.6	14.4	42	45	308	312
Superintendent of Public Instruction	14.5	14.1	49	51	339	361
Gambling Commission	14.6	14.0	27	25	185	178
Board of Industrial Insurance Appeals	14.8	13.6	23	21	155	154
Secretary of State	10.5	11.8	26	31	248	263
Staff = 400 to 899						
Veterans Affairs	28.2	26.8	161	154	570	575
General Administration	20.0	20.9	123	131	615	626
Information Services	16.9	19.1	70	79	414	413
Agriculture	12.7	13.1	64	67	502	513
Parks & Recreation	7.9	8.2	43	45	543	548
Staff = 900 to 1599						
Licensing	21.9	22.4	265	270	1208	1204
Revenue	16.9	17.5	177	177	1048	1012
Liquor Control Board	13.9	15.2	128	141	919	930
State Patrol	13.6	13.6	139	136	1019	998
Health	12.8	13.4	160	176	1253	1313
Attorney General	11.5	11.9	129	137	1119	1149
Ecology	10.6	11.3	153	158	1448	1402
Fish & Wildlife	8.0	8.0	123	124	1544	1559
Natural Resources	6.1	5.2	80	70	1320	1346
Staff = 1600 Plus						
Employment Security	30.5	30.0	620	568	2035	1895
Social & Health Services	22.4	22.8	3841	3956	17149	17323
Corrections	15.7	16.3	1179	1256	7489	7697
Labor & Industries	15.4	15.8	391	407	2539	2571
Transportation	10.5	10.2	571	574	5436	5606

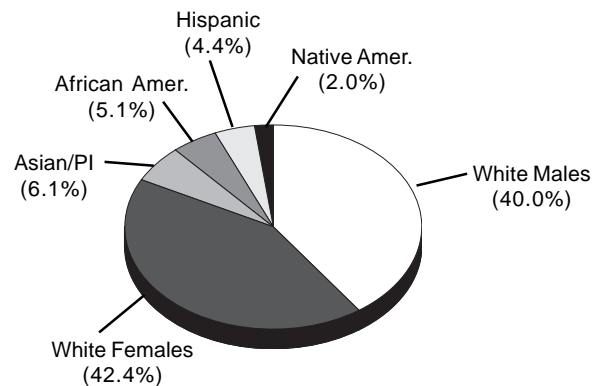
Diversity by Job Category*

The workforce in general government agencies of the state has continued to diversify in terms of race and ethnicity since implementation of Initiative 200 in December 1998. The workforce expanded by 4030 employees (approximately 8%) while People of Color have increased approximately 15 % over this same period. All people of color categories have increased except Native American which declined slightly. Per Census 2000, this group also declined from 1.6 to 1.4 percent of the state population.

The past 6 years have shown a continuing decrease in representation by Persons with Disabilities in the state workforce, both as a percent of the workforce and in actual numbers. The only discernible cause for this decline is, perhaps, retirements. Because the incidence of disability increases with age, it is believed that this decline can largely be attributed to the age differential between persons retiring and their replacements entering the workforce.

The number of Vietnam-Era Veterans in the state workforce has declined more than 19 percent over the past six years. We anticipate further reductions in this affected group as it ages.

January 2005



Workforce Overall

	January 2004		January 2005		January 1999	
	#	%	#	%	#	%
Over 40	38485	73.3	38957	73.3	34651	70.6
Persons w/Disabilities	2859	5.4	2784	5.2	3195	6.5
Vietnam-Era Veteran	4139	7.9	3972	7.5	4878	9.9
Disabled Veteran	678	1.3	691	1.3	599	1.2
Women	27278	51.9	27643	52.0	25451	51.8
Black	2646	5.0	2720	5.1	2401	4.9
Asian/PI	3122	5.9	3234	6.1	2617	5.3
Hispanic	2319	4.4	2358	4.4	2044	4.2
Native American	1066	2.0	1062	2.0	1082	2.2
Total Minority	9153	17.4	9374	17.6	8144	16.6
Caucasian	43382	82.6	43756	82.4	40956	83.4
Total	52535		53130		49100	

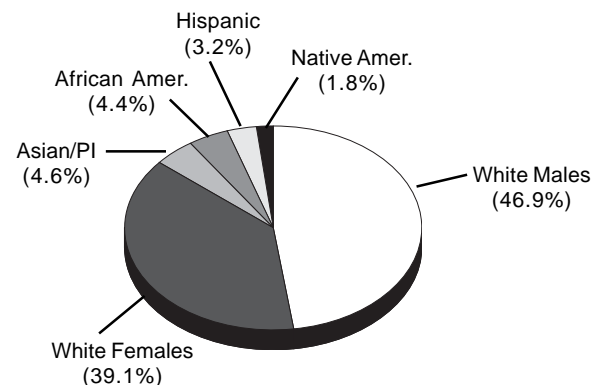
Within the general government workforce, almost one employee in eight is in the Officials and Administrators job category. Almost 77 percent of state managers are in the Washington Management Service (WMS) and about 7.5 percent are in the Exempt Management Service (EMS).

After a decline of 136 managers in calendar year 2003, managers increased by 415 overall and minority managers by 65 this past year. Since I-200, People of Color and Women have increased their percentage of the managerial workforce.

When compared to their overall workforce participation, women are 12 percent underrepresented in the managerial ranks and the corresponding number for people of color is 20%.

*General Government agencies only

January 2005



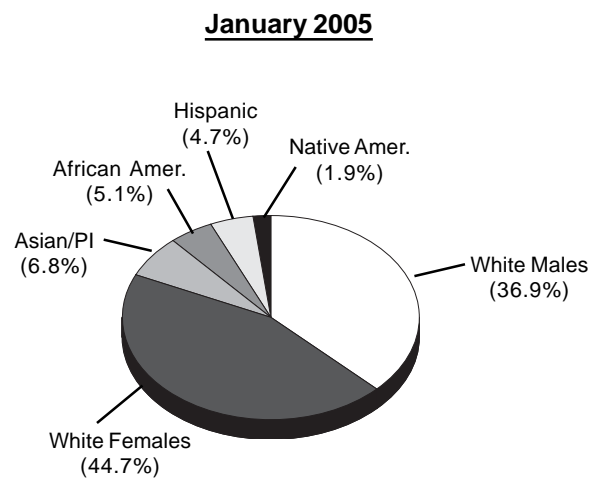
Officials & Administrators

	January 2004		January 2005		January 1999	
	#	%	#	%	#	%
Over 40	5610	86.4	5938	86.0	4568	85.8
Persons w/Disabilities	298	4.6	306	4.4	300	5.6
Vietnam-Era Veteran	628	9.7	607	8.8	705	13.2
Disabled Veteran	74	1.1	80	1.2	63	1.2
Women	2907	44.8	3162	45.8	2277	42.7
Black	284	4.4	302	4.4	228	4.3
Asian/PI	291	4.5	321	4.6	214	4.0
Hispanic	207	3.2	220	3.2	177	3.3
Native American	119	1.8	123	1.8	79	1.5
Total Minority	901	13.9	966	14.0	698	13.1
Caucasian	5590	86.1	5940	86.0	4629	86.9
Total	6491		6906		5327	

Close to one-half of the general government workforce occupy positions in the Professional job category – jobs generally requiring a 4-year college degree or its equivalent in experience. Chief among these are Social Workers (9.5% of the category), Information Technology Specialists (9.4%), and almost 1300 Transportation Engineers (5.3% of the job category).

Washington state also has more than 1600 Financial Service Specialists; 700 Financial Analysts; and more than 700 Support Enforcement Officers. Participation of women and people of color in the Professional job category exceeds their overall representation in the workforce.

Since implementation of Initiative 200, the total number of Persons with Disabilities has remained fairly steady in the Professional job category – an exception to their overall decrease in the workforce.

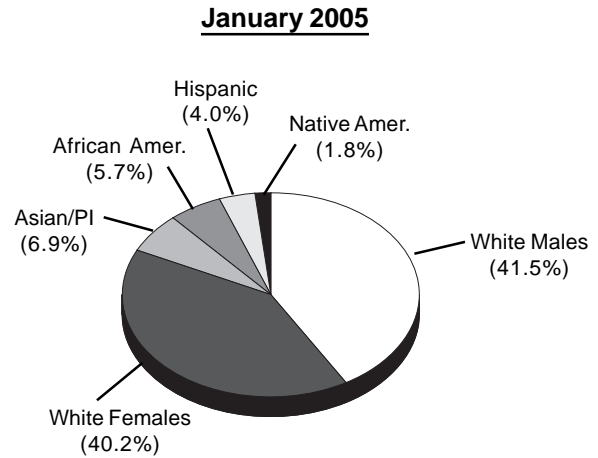


Professionals

	January 2004		January 2005		January 1999	
	#	%	#	%	#	%
Over 40	17688	73.7	17888	73.2	15258	72.8
Persons w/Disabilities	1309	5.5	1288	5.3	1298	6.2
Vietnam-Era Veteran	1897	7.9	1816	7.4	2104	10.0
Disabled Veteran	349	1.5	359	1.5	271	1.3
Women	13199	55.0	13529	55.4	11032	52.7
Black	1162	4.8	1235	5.1	907	4.3
Asian/PI	1603	6.7	1661	6.8	1240	5.9
Hispanic	1131	4.7	1142	4.7	826	3.9
Native American	460	1.9	461	1.9	406	1.9
Total Minority	4356	18.1	4499	18.4	3379	16.1
Caucasian	19659	81.9	19929	81.6	17571	83.9
Total	24015		24428		20950	

Approximately one state worker in twelve is a Technician. Chief among these are Transportation Technicians (8.9%); Mental Health Technicians (7.1%); and Information Technology Technicians (7.0%).

The participation of racial minorities in this job category (18.3%) slightly exceeds their overall representation in the state workforce of 17.6%. Women are underrepresented when compared to their overall representation (49.4% vs. 52.0%), however, the total number of female technicians has increased by 139 since implementation of Initiative 200.



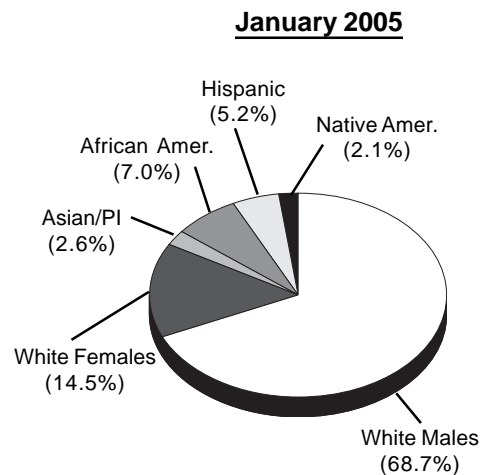
Technicians

	January 2004		January 2005		January 1999	
	#	%	#	%	#	%
Over 40	3265	72.7	3322	74.2	2812	68.1
Persons w/Disabilities	250	5.6	234	5.2	256	6.2
Vietnam-Era Veteran	381	8.5	363	8.1	387	9.4
Disabled Veteran	65	1.4	66	1.5	53	1.3
Women	2221	49.5	2213	49.4	2074	50.2
Black	262	5.8	254	5.7	236	5.7
Asian/PI	287	6.4	308	6.9	220	5.3
Hispanic	175	3.9	178	4.0	165	4.0
Native American	78	1.7	80	1.8	77	1.9
Total Minority	802	17.9	820	18.3	698	16.9
Caucasian	3686	82.1	3660	81.7	3432	83.1
Total	4488		4480		4130	

Correctional Officers and Sergeants constitute almost 80 percent of our Protective Service Workers. As a percent of this job category, females have decreased over the past 6 years from 20.1% at I-200's inception to 16.9% today, while the actual number of females in Protective Service increased from 638 to 662, attributable to the expansion in correctional facilities.

Almost 8% of Protective Service Workers are in the Park Ranger or Fish & Wildlife Officer job classes and only 6 of 298 employees in these job classes are minorities.

Washington State also has 148 Juvenile Rehabilitation Security Officers and 68 Security Guards in this job category. Persons with Disabilities have traditionally been underrepresented in Protective Service Workers.



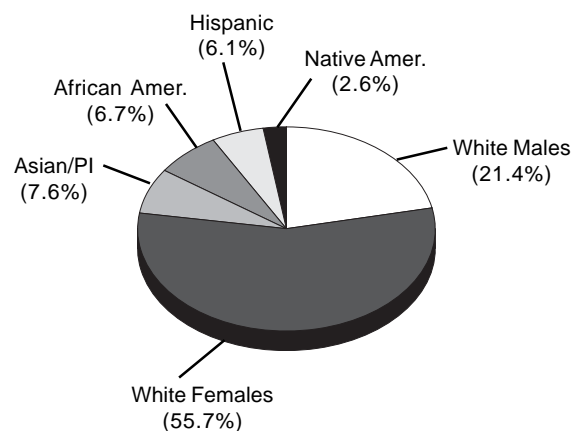
Protective Service Workers

	January 2004		January 2005		January 1999	
	#	%	#	%	#	%
Over 40	2301	58.9	2334	59.5	1930	60.9
Persons w/Disabilities	95	2.4	93	2.4	105	3.3
Vietnam-Era Veteran	470	12.0	451	11.5	562	17.7
Disabled Veteran	78	2.0	78	2.0	69	2.2
Women	678	17.4	662	16.9	638	20.1
Black	276	7.1	273	7.0	229	7.2
Asian/PI	95	2.4	102	2.6	83	2.6
Hispanic	199	5.1	205	5.2	131	4.1
Native American	82	2.1	82	2.1	80	2.5
Total Minority	652	16.7	662	16.9	523	16.5
Caucasian	3254	83.3	3261	83.1	2647	83.5
Total	3906		3923		3170	

January 2005

More than a third of our paraprofessional workforce are Attendant Counselors; one in six is a Customer Service Specialist. Seventy-one percent of state paraprofessional positions are filled by females and minority representation in this job category is substantially higher than its overall posture (22.9% vs. 17.6%).

Other prominent job classes include Financial Service Specialists 1 and 2; Adult Training Specialists; and Human Resource Consultant Assistants.



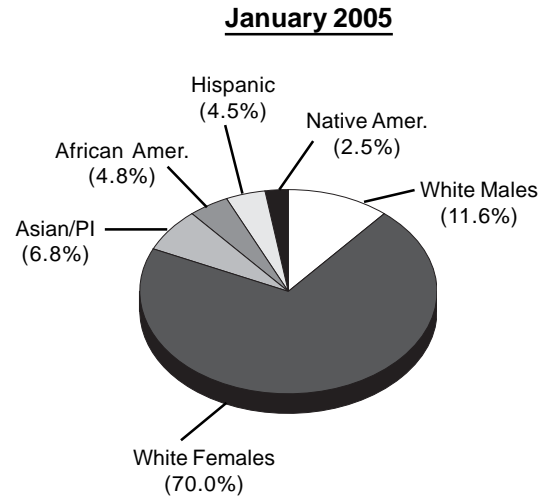
Paraprofessionals

	January 2004		January 2005		January 1999	
	#	%	#	%	#	%
Over 40	2458	65.9	2404	66.5	2364	58.4
Persons w/Disabilities	262	7.0	247	6.8	356	8.8
Vietnam-Era Veterans	133	3.6	140	3.9	182	4.5
Disabled Veteran	24	0.6	28	0.8	27	0.7
Women	2651	71.1	2577	71.3	2918	72.1
Black	263	7.1	242	6.7	266	6.6
Asian /PI	270	7.2	275	7.6	277	6.8
Hispanic	213	5.7	219	6.1	246	6.1
Native American	94	2.5	93	2.6	117	2.9
Total Minority	840	22.5	829	22.9	906	22.4
Caucasian	2889	77.5	2785	77.1	3139	77.6
Total	3729		3614		4045	

The Office & Clerical job category has decreased by 431 persons since the implementation of Initiative 200 and 77 of these persons were people of color. Since 115 of the overall decrease occurred this past year and 11 were people of color, the most recent trend is positive. Females are substantially concentrated in Office & Clerical job classes.

Office and Clerical remains the job category with the highest representation for Persons with Disabilities; however, this affected group continues to decline, including this past year.

More than 42 percent of this category are Office Assistants; an additional 22 percent have secretarial duties primarily.

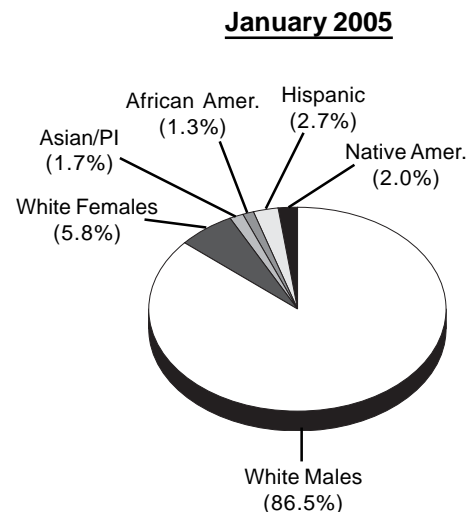


Office & Clerical

	January 2004		January 2005		January 1999	
	#	%	#	%	#	%
Over 40	3787	66.9	3726	66.7	3991	64.7
Persons w/Disabilities	444	7.8	423	7.6	560	9.1
Vietnam-Era Veteran	161	2.8	153	2.7	236	3.8
Disabled Veteran	51	0.9	47	0.8	51	0.8
Women	4827	85.3	4731	84.7	5303	86.0
Black	247	4.4	266	4.8	264	4.3
Asian/PI	388	6.9	378	6.8	367	6.0
Hispanic	244	4.3	251	4.5	295	4.8
Native American	144	2.5	137	2.5	196	3.2
Total Minority	1023	18.1	1032	18.5	1122	18.2
Caucasian	4635	81.9	4555	81.5	5046	81.8
Total	5658		5587		6168	

Skilled Craft Workers consists largely of Maintenance Technicians, Equipment Mechanics and trades personnel of various skills. Skilled Craft positions in the state workforce are dominated by white males (86.5%) and provide fertile grounds for future efforts at diversification.

One "Skilled Craft Worker" in 12 is a Warehouse Supervisor or Worker. People of color are also substantially underrepresented in these job classes.

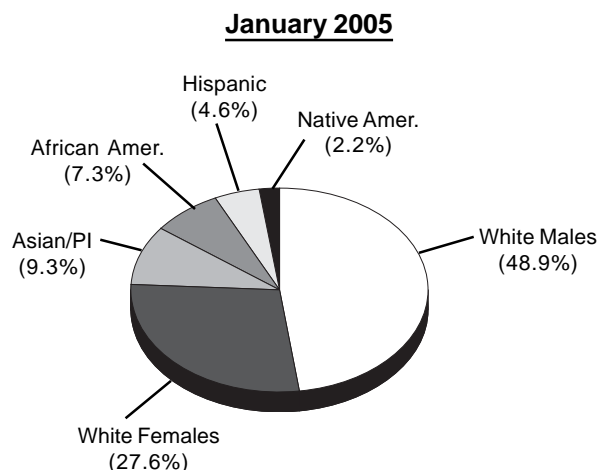


Skilled Craft Workers

	January 2004		January 2005		January 1999	
	#	%	#	%	#	%
Over 40	2159	81.8	2156	82.5	1981	76.1
Persons w/Disabilities	121	4.6	116	4.4	155	6.0
Vietnam-Era Veterans	323	12.2	308	11.8	405	15.6
Disabled Veteran	22	0.8	21	0.8	29	1.1
Women	182	6.9	171	6.5	197	7.6
Black	32	1.2	34	1.3	46	1.8
Asian/PI	39	1.5	45	1.7	40	1.5
Hispanic	72	2.7	70	2.7	75	2.9
Native American	55	2.1	52	2.0	63	2.4
Total Minority	198	7.5	201	7.7	224	8.6
Caucasian	2441	92.5	2412	92.3	2378	91.4
Total	2639		2613		2602	

Approximately one worker in three in the Service – Maintenance job category is in Food Service and one in five is a Custodian. Minority representation is highest in this job category – almost 34 percent higher than overall minority representation.

Service Maintenance workers have declined by 127 employees since I-200 was implemented. Women are substantially underrepresented in the affected job classes, however, the aforementioned downsizing apparently did not aggravate their situation.



Service – Maintenance

	January 2004		January 2005		January 1999	
	#	%	#	%	#	%
Over 40	1200	75.9	1172	75.5	1184	70.5
Persons w/Disabilities	78	4.9	75	4.8	113	6.7
Vietnam-Era Veteran	144	9.1	132	8.5	191	11.4
Disabled Veteran	15	0.9	12	0.8	24	1.4
Women	592	37.5	576	37.1	609	36.3
Black	120	7.6	114	7.3	139	8.3
Asian/PI	149	9.4	144	9.3	138	8.2
Hispanic	78	4.9	72	4.6	85	5.1
Native American	34	2.2	34	2.2	44	2.6
Total Minority	381	24.1	364	23.5	406	24.2
Caucasian	1199	75.9	1188	76.5	1273	75.8
Total	1580		1552		1679	

General Government Agency Plan /Update Schedule

Agency	Plan or Update	Due
Administrative Hearings	Plan	Aug 06
Agriculture	Plan	Aug 06
Attorney General	Plan	Dec 05
Blind, School for the	Plan	Feb 06
Blind, Services for the	Plan	Apr 05
CTED	Plan	Mar 06
Convention & Trade Center	Update	Oct 06
Corrections	Plan	Oct 05
Deaf, School for the	Plan	Feb 06
Ecology	Plan	Oct 05
Employment Security	Plan	Jan 06
Financial Institutions	Plan	Mar 06
Financial Management	Plan	Aug 06
Fish & Wildlife	Plan	Mar 06
Gambling Commission	Plan	Feb 06
General Administration	Plan	Aug 05
Health	Plan	Jul 05
Health Care Authority	Update	Dec 05
Industrial Insurance Appeals	Plan	Oct 05
Information Services	Plan	Oct 06
Insurance Commissioner	Plan	Oct 06
Labor & Industries	Plan	Sep 05
Licensing	Plan	Oct 05
Liquor Control Board	Plan	Mar 06
Military Department	Plan	Oct 05
Natural Resources	Plan	Oct 05
Parks & Recreation	Plan	Oct 06
Personnel	Plan	Jan 06
Printing	Plan	May 06
Retirement Systems	Plan	Aug 06
Revenue	Plan	Oct 06
Secretary of State	Plan	Jul 05
Social & Health Services	Plan	Jul 06
State Auditor	Plan	Jun 06
State Lottery	Plan	Jul 05
State Patrol	Plan	Jul 06
State Treasurer	Plan	Aug 05
SPI	Plan	Jan 06
Transportation	Plan	Aug 06
Utilities & Transportation	Plan	Oct 05
Veterans Affairs	Plan	Mar 05

Governor's Affirmative Action Policy Committee (GAAPCom)

The Governor's Affirmative Action Policy Committee (GAAPCom) has jurisdiction in the area of employment for the development, approval, and oversight of affirmative action plans. The Committee also advises the Governor on state affirmative action policies, submits annual reports outlining the progress of the state in meeting its affirmative action goals, and recommends items for further action.



**Lourdes E. (Alfie)
Alvarado-Ramos**

Assistant Director,
Department of Veterans
Affairs.

Assignments

Administrative Hearings
Financial Institutions
Labor & Industries
Military
South Puget Sound CC
University of Washington



Sherri-Ann Burke

Senior Field Rep.,
Washington Federation of
State Employees (WFSE).

Assignments

BIIA
Services for the Blind
Corrections
Evergreen State College
Fish & Wildlife
Revenue



Dr. Osman L. Alawiye

Chair, Department of
Curriculum and
Supervision, Central
Washington University.

Assignments

Big Bend Comm. College
Columbia Basin CC
Convention & Trade Ctr.
Lake Washington Tech.
Walla Walla CC



Dr. Helen Remick

Assistant Provost for Equal
Opportunity, University of
Washington.

Assignments

DSHS
Insurance Commissioner
Seattle CC District
Shoreline CC
Western Washington Univ.



Eva Santos

State Personnel Director.

Assignments*

Bates Technical College
Gambling Commission
Lower Columbia College
Natural Resources
OFM
Printing

*Designee



Dondra Lopez

Governor's Committee on
Disability Issues and
Employment.

Assignments

Retirement Systems
Skagit Valley College
State Treasurer
Whatcom CC



David Brown

Manager, Disability Reasonable Accommodation Unit, DSHS.

Assignments

Green River CC
Health Care Authority
Higher Educ. CB
Highline CC
Liquor Control Board
Personnel



Atty. Lee Lambert

Associate Vice President for Human Resources and Legal Affairs, Shoreline Community College.

Assignments

Bellingham Tech. College
Edmonds CC
Lottery
Peninsula College
Tacoma CC



Jennifer Scott

Assistant Director of the Northwest Indian Applied Research Institute at The Evergreen State College.

Assignments

State Auditor
Licensing
Olympic College
Pierce College
Transportation
Veterans Affairs

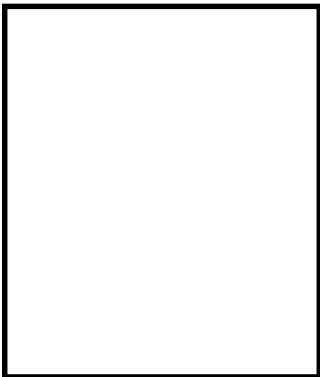


Atty. Ketu Shah

Attorney and Counselor at Law.

Assignments

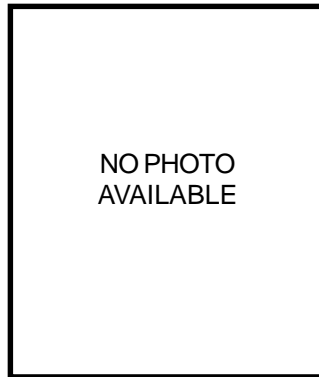
Blind/Deaf Schools
Clark College
Grays Harbor College
Parks & Recreation
Washington State Univ.



Vacant

Assignments

Health
SPI
Spokane CC
UTC
WSP



Terri M. Scott

Director, Spokane MESA Center, Washington State University.

Assignments

Bellevue CC
Central Info. Svs. (Bellevue)
Eastern WA University
Everett CC
Renton Tech. College

(continued on page 16)

Higher Education Diversity by Institution Size

INSTITUTION	Percent Minority		Minority Staff		Total Staff	
	Fall 03	Fall 04	Fall 03	Fall 04	Fall 03	Fall 04
4-Year Institutions						
University of WA	26.9	28.1	6,855	7,396	25,528	26,350
Evergreen State College	22.8	24.3	147	156	645	644
Western WA University	11.8	12.4	178	201	1,511	1,623
Central WA University	11.1	11.1	131	134	1,183	1,208
Eastern WA University	9.9	9.9	115	118	1,162	1,192
WA State University	9.9	9.5	547	531	5,545	5,591
Community Colleges						
Staff = 50 to 399						
South Puget Sound	17.6	22.6	46	59	262	261
Cascadia	20.0	20.3	15	16	75	79
Tacoma	20.7	20.2	67	68	323	336
Columbia Basin	19.3	19.2	63	63	327	328
Yakima Valley	15.8	19.1	47	59	298	308
Olympic	16.3	15.9	49	50	300	315
Skagit Valley	11.0	14.0	37	48	337	343
Everett	12.4	12.1	43	43	346	356
Big Bend	11.6	12.0	20	21	172	174
Peninsula	12.6	10.5	23	20	183	190
Walla Walla	10.4	10.3	28	30	269	289
Wenatchee Valley	9.8	9.6	17	17	174	177
Whatcom	10.2	9.3	17	16	166	172
Centralia	7.5	6.7	15	13	199	196
Lower Columbia	6.8	5.7	19	16	278	281
Grays Harbor	4.9	3.3	7	5	144	149

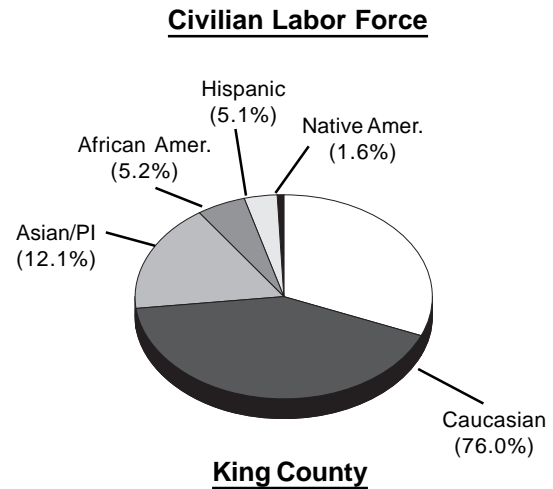
Diversity by Institution Size (continued)

INSTITUTION	Percent Minority		Minority Staff		Total Staff	
	Fall 03	Fall 04	Fall 03	Fall 04	Fall 03	Fall 04
Community Colleges (cont.)						
Staff = 400 to 599						
Highline	21.0	21.9	82	88	391	402
Pierce	20.7	21.3	82	86	396	404
Shoreline	20.6	21.3	81	84	394	395
Edmonds	16.5	16.9	84	84	510	497
Green River	16.3	16.9	65	71	400	420
Clark	9.6	11.2	42	50	436	447
Staff = 600+						
Seattle	36.5	36.7	393	397	1,076	1,083
Bellevue	21.2	22.2	126	125	595	565
Spokane	11.0	10.5	118	106	1,072	1,012
Technical Colleges						
Bates	19.2	18.6	70	66	365	355
Renton	19.1	18.5	49	49	256	265
Lake Washington	16.7	15.4	34	32	203	207
Clover Park	14.7	14.6	40	39	272	268
Bellingham	9.0	8.7	12	12	134	138
Administrative						
Center for Info Services	10.4	13.8	7	11	67	80
State Board CTC	7.1	9.1	6	8	85	88

Institutional Diversity by Affected Group

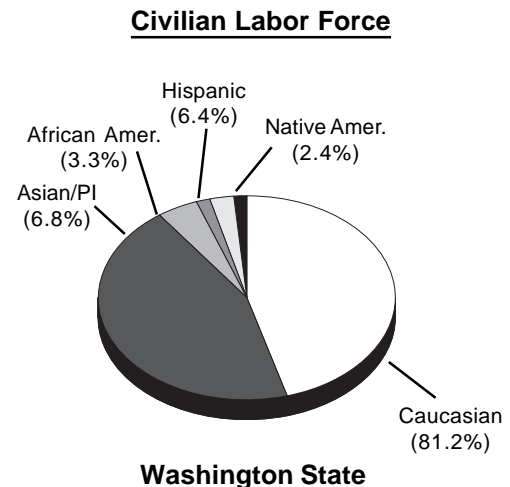
University of Washington

Fall 2004	#	%
Over 40	15,601	59.2
Persons w/Disabilities	507	1.9
Vietnam-era Veterans	703	2.7
Disabled Veteran	67	0.3
Women	15,377	58.4
Black	1,434	5.4
Asian/PI	4,734	18.0
Hispanic	1,027	3.9
Native American	201	0.8
Total Minority	7,396	28.1
Caucasian	18,954	71.9
Total	26,350	



Washington State University

Fall 2004	#	%
Over 40	3,954	70.7
Persons w/Disabilities	177	3.2
Vietnam-Era Veteran	238	4.3
Disabled Veteran	12	0.2
Women	2,747	49.1
Black	73	1.3
Asian/PI	252	4.5
Hispanic	138	2.5
Native American	68	1.2
Total Minority	531	9.5
Caucasian	5,060	90.5
Total	5,591	

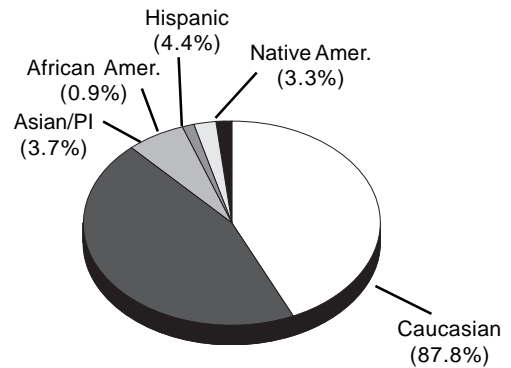


Institutional Diversity by Affected Group (continued)

Western Washington University

Fall 2004	#	%
Over 40	1,274	78.5
Persons w/Disabilities	67	4.1
Vietnam-Era Veteran	79	4.9
Disabled Veteran	8	0.5
Women	834	51.4
Black	22	1.4
Asian/PI	113	7.0
Hispanic	39	2.4
Native American	27	1.7
Total Minority	201	12.4
Caucasian	1,422	87.6
Total	1,623	

Civilian Labor Force

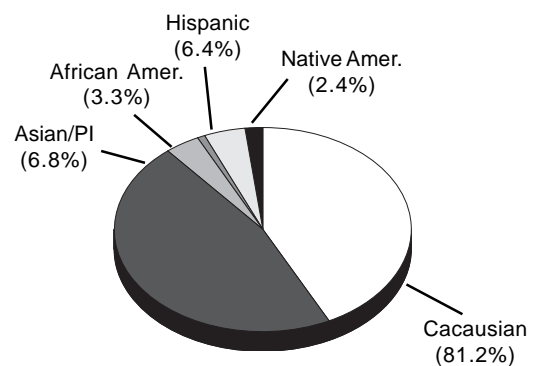


Whatcom County

Central Washington University

Fall 2004	#	%
Over 40	954	79.0
Persons w/Disabilities	64	5.3
Vietnam-Era Veteran	66	5.5
Disabled Veteran	11	0.9
Women	615	50.9
Black	12	1.0
Asian/PI	47	3.9
Hispanic	53	4.4
Native American	22	1.8
Total Minority	134	11.1
Caucasian	1,074	88.9
Total	1,208	

Civilian Labor Force

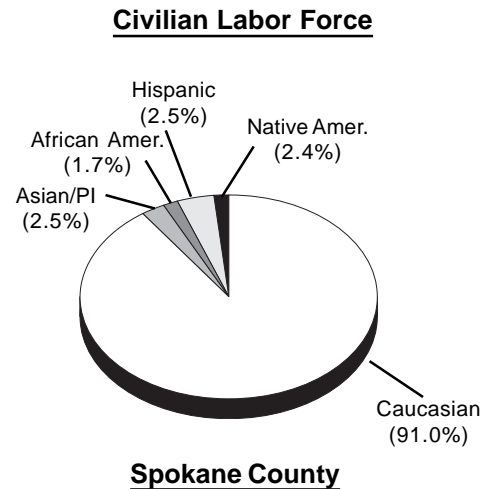


Washington State

Institutional Diversity by Affected Group (continued)

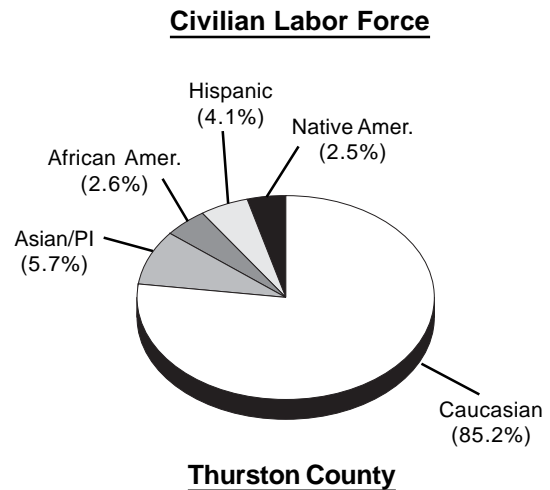
Eastern Washington University

Fall 2004	#	%
Over 40	900	75.5
Persons w/Disabilities	23	1.9
Vietnam-Era Veteran	79	6.6
Disabled Veteran	11	0.9
Women	607	50.9
Black	20	1.7
Asian/PI	31	2.6
Hispanic	47	3.9
Native American	20	1.7
Total Minority	118	9.9
Caucasian	1,074	90.1
Total	1,192	



The Evergreen State College

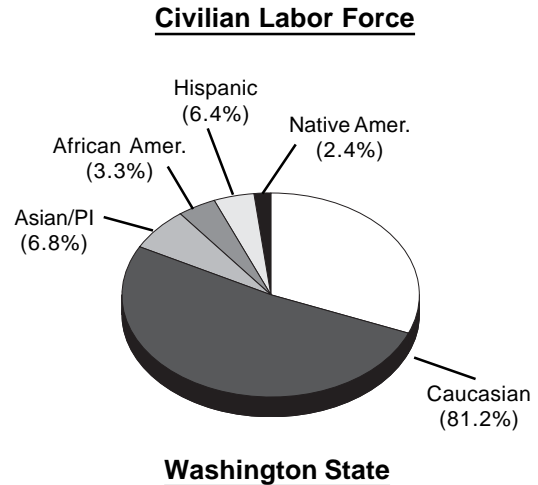
Fall 2004	#	%
Persons w/Disabilities	30	4.7
Vietnam-Era Veterans	40	6.2
Disabled Veteran	7	1.1
Women	346	53.7
Black	30	4.7
Asian/PI	61	9.5
Hispanic	35	5.4
Native American	30	4.7
Total Minority	156	24.2
Caucasian	488	75.8
Total	644	



Institutional Diversity by Affected Group (continued)

Community and Vocational Colleges

Fall 2004	#	%
Over 40	8,319	77.8
Persons w/Disabilities	223	2.1
Vietnam-Era Veteran	581	5.4
Disabled Veteran	72	0.7
Women	6,623	62.0
Black	460	4.3
Asian/PI	738	6.9
Hispanic	480	4.5
Native American	182	1.7
Total Minority	1,860	17.4
Caucasian	8,828	82.6
Total	10,688	



Governor's Affirmative Action Policy Committee (GAAPCom) (cont. from page 10)



Dr. Patricia Hutcherson

Vice President for Human Resources, South Puget Sound Comm. College.

Assignments

Attorney General
Cascadia College
Clover Park Tech. College
Ecology
State Bd. Comm. & Tech.



Patricia McLain

Director, Legislative Bldg. Rehabilitation Project, Dept. of General Admin.

Assignments

Centralia College
CTED
Employment Security
Information Services
Secretary of State



Stella Vasquez

Director of Program Operations, Yakima Valley Farm Workers Clinic.

Assignments

Agriculture
Central WA University
General Administration
Wenatchee Valley College
Yakima Valley CC

Higher Education Plan /Update Schedule

Institution	Plan or Update	Due
Bates Technical College	Plan	Jul 05
Bellevue Community College	Plan	Jul 05
Bellingham Technical College	Plan	Apr 06
Big Bend Community College	Plan	Sep 05
Cascadia Community College	Plan	Dec 05
Center for Information Services (BCC)	Plan	Aug 05
Central Washington University	Plan	Apr 05
Centralia College	Plan	Apr 06
Clark College	Plan	Jul 06
Clover Park Technical College	Plan	Apr 06
Columbia Basin College	Plan	Apr 07
Eastern Washington University	Plan	Sep 05
Edmonds Community College	Plan	Jul 05
Everett Community College	Plan	Jun 05
Grays Harbor College	Plan	Sep 05
Green River Community College	Plan	Apr 05
Higher Education Coordinating Board	Plan	Jun 05
Highline Community College	Plan	Apr 05
Lake Washington Technical College	Plan	Oct 05
Lower Columbia College	Plan	Jul 05
Olympic College	Plan	May 05
Peninsula College	Plan	Apr 06
Pierce College	Plan	May 06
Renton Technical College	Plan	Apr06
Seattle CC District	Plan	Jul 06
Shoreline Community College	Plan	Jan 06
Skagit Valley College	Plan	Jun 05
South Puget Sound Community College	Plan	May05
Spokane Community College District	Plan	Apr 05
State Board Comm/Technical Colleges	Plan	Apr 06
Tacoma Community College	Plan	Apr 06
The Evergreen State College	Plan	Apr 06
University of Washington	Plan	May 06
Walla Walla Community College	Plan	Apr 06
Washington State University	Plan	Jul 05
Wenatchee Valley College	Plan	May 05
Western Washington University	Update	Apr 06
Whatcom Community College	Plan	May 06
Yakima Valley Community College	Plan	Jul 05

GAAPCom Kudos & Recommendations

Kudos

- The GAAPCom commends former Governor Gary Locke for the diversity increases in the general government workforce that occurred under his leadership. During Governor Locke's administration, People of Color increased 23.2% — more than double the growth in the state workforce. Additionally, minority state managers grew by two-thirds. The corresponding numbers for women were a 13% overall increase and also a two-thirds increase in female managers.
- The GAAPCom commends Rob Fukai, former director of the Washington State Department of General Administration, for his many contributions as Chair of this Committee. Under Rob's leadership, the Committee was revitalized, refocused, and motivated to address the myriad of challenges faced by today's affirmative action planners. Mr. Fukai also started this tradition of publishing an annual report to keep state managers and staff abreast of diversity efforts and issues.
- The GAAPCom commends the Washington State Department of Veterans Affairs and the State Adjutant General for their recently concluded Memorandum of Agreement. The Agreement is designed to integrate delivery of services and benefits to individuals returning from military duty and to their families. These agencies are key players in this unique coalition since they are both linked to the Governor's office.

The program assists returning military personnel with employment, community support, benefits, counseling and, where necessary, healthcare. Central to the program is a partnership to assist disabled or potentially disabled veterans and reintegrate them to their communities. "Veterans are returning from the Middle East with significant traumatic amputations and other abnormalities and this program entails a major effort by Washington State to address these issues," said Lourdes Alvarado-Ramos (Alfie) of the Department of Veterans Affairs. "Additionally, Washington State has about 4,000 homeless veterans and a program is being instituted at Retsil for their reintegration," Alfie continued.

There is also a national effort currently underway to standardize and integrate delivery of services offered by the National Guard Bureau and the Department of Veterans Affairs. The National Guard Bureau has identified Washington State's program as a great model to follow in this effort and we salute this excellent service to our military.

- The GAAPCom commends the Governor's Committee on Disability Issues and Employment (GCDE) and the Division of Vocational Rehabilitation, DSHS, for their partnership to enhance state employment of persons with disabilities. These efforts have resulted in a Clearinghouse to assist employers with issues related to employment of persons with disabilities.

(continued on page 19)

GAAPCom Kudos & Recommendations (continued)

“We will provide employers, including state agencies and institutions with a single point of contact for recruitment of persons with disabilities,” said Toby Olson, Executive Secretary of GCDE. “As an interim measure, agencies and institutions can send their job announcements to Denise Colley at dcolley@esd.wa.gov for broader dissemination,” Toby said.

This effort is critical as we are experiencing a continuing decline in this affected group in the state workforce. For example, when Initiative 200 was implemented (December 1998) there were 3,195 persons with disabilities in the state workforce or about 6.5% of the total. At the end of 2004, this number had declined to 2,784 or 5.2% of the workforce. Ironically, Census 2000 revealed that the incidence of disability among workers in the state civilian labor force is substantially higher than previously reported. This Committee is in the process of revising state goals for employment of persons with disabilities and the partnership is greatly appreciated.

Recommendations

- The Washington State human resource management system is undergoing sweeping changes that depend upon electronic processes for application, testing, assessment, and selection. It is a continuing matter of concern that a “digital divide,” especially differential access to electronic media, may adversely impact groups affected by affirmative action. Further, it is becoming increasingly evident that the ability to present oneself ‘electronically’ can skew the application process and therefore these changes in process must be closely monitored to ensure fairness and equity.

The GAAPCom recommends that the Department of Personnel closely monitor the degree to which affected group members are represented in applicant pools and in employer hiring before and after implementation of the new system to discern and address any manifestations of the digital divide.

- Changes to the civil service rules allow agencies, under certain conditions, to consider performance along with seniority in some pay and layoff decisions. GAAPCom supports efforts to increase efficiency in government. It also recommends that management at all levels monitor the effects of such changes and take steps to ensure that pay and retention within the state workforce remain firmly based on fairness and equity.